EVACC
Employee Voice & Action Committee

Meeting minutes

Location: COB-McIntire, Room 320
Date: Monday, January 23, 2023
Time: 1:00 – 4:00 pm
Attendees: Andrew West, Robert Rejonis, Karen Collier, Janet Lilly, Pecolia Conner, Rachel McLaughlin, Lauren Wheeler, Karen Huffman, Michel Hephner, Tamera Lovelace, Melissa Thackston, Cabell Guy, Robin Ann Apicella, Melisa Larson, Mary McIntyre, Jeff Handler, Melanie Garth, Daniel Magan, Sr., Lori Beck, Katie Breaud, Rebecca Bunn, Kristin Kress, Adam Southall, Clare Keiser, Dan Redding, Matthew Haas, Ellen Osborne, Rebecca Berlin, Tanisha Thompson, Facilitator: Bob Garrity of Garrity Mediation & Consulting

Agenda items

Agenda Items: Welcome & Purpose

Clare started the meeting by explaining the purpose of EVAAC. Detailed information can be found in the [Google Slideshow](#). This committee does not replace collective bargaining. She shared a few of the goals of today's meeting:

1. Learn more about each other
2. Develop norms
3. Policy Review
4. Discuss possible topics for future meetings
5. Identify a facilitator and session notes recorder for future meetings

After each meeting, school/department representatives will share information from the meeting with their school & building staff to solicit feedback on the items discussed.

Action Item: Talk to your school principals and department heads to determine the best manner to share the information within your school/department.

Agenda Item: Opening Circle

Facilitator Bob Garrity started the session with an icebreaker to allow participants to get to know one another. He asked everyone to share their names and, in five words or less, share something about themselves.

Agenda Item: Norms

The group worked together to establish norms for today's meeting.

- Equity of voice
- Starting & ending meetings on time
- Expecting and accepting non-closure (process-oriented)
- Assume good intentions
- Pause for people; turn off devices that make noise
- Respect for others' voices (doesn't mean we have to agree)
- Recognize the diversity of the group and division

The EVAAC agreed that additional items could be added to the list as we move forward.

The EVAAC team then participated in several activities focused on communication, transferring ideas, active listening, and practicing open-ended and clarifying questions. Please review the EVAAC [Agenda & Presentation](#) and [Handout - Activities](#) for more details.

Agenda Items: Meeting Process: Identifying a Facilitator and Notetaker for Meetings

The EVAAC team did not select a facilitator or notetaker for the upcoming EVAAC meetings. The group majority did not feel it was ideal to have an EVAAC team member act as the meeting facilitator due to losing their voice in discussions and decisions made by the division. However, they did make the following suggestions regarding facilitator selection:

- Unbiased
- Member-participant
- "Chair"
- Trust
- Participate in planning the next meeting
- Community engagement team member
- Take turns, and work in pairs to facilitate meetings
- Board member participation. Would the board members rotate in participating, or would the same two (2) board members participate in all of the EVAAC meetings?

How will decisions be made? The EVAAC shared their thoughts. Committee members suggested several options for voting on issues/policy changes and other items discussed during the meetings. Options include:

1. Situational (Choice)
2. 51% - 49%
3. Consensus 70-30, 80-20
4. Vote using the 3, 2, 1 method

    3 = WE CHAMPION THIS IDEA: research-based, best practice, pass equity test, cohorts voted mostly 3

2 = I SUPORT THIS: with some reservations and some questions: research-based, best practice, pass equity (may need mitigation), cohorts mainly voted 2's

1 = I CANNOT SUPPORT THIS. A negative impact on someone, lack of research or evidence, not fair, cohort voted 1, needs to explain why a1 based on research, data, and evidence.

The group approved using the 3,2,1 voting method to determine items that should be forwarded and pushed to the School Board. The group prefers having a visible voting method, vs written or electronic. This allows for discussion of items that EVAAC members give a vote of 1.

The EVAAC proposed increasing the number of meetings that will be held during the 22-23 school year. The group suggested increasing the frequency to two (2) meetings a month and adding an additional meeting before the scheduled February 20th meeting.

Action Items: Clare Keiser will share an email with the EVAAC to allow committee members to vote on the proposed meeting dates and times.

Next Steps: During the next meeting EVAAC will dive into the leave policy. Look for an email from Dan Redding with policy and protocol with questions to think about before the next meeting.

Action Item	Owner	Status
Talk to your school principals and department heads to determine the best manner to share the information within your school/department	EVAAC	[ ] In Progress [ ] Completed
Identify additional meeting dates before the February 20 meeting and share with EVAAC for voting via email	Clare Keiser Dan Redding	[ ] In Progress [ ] Completed